

By: Representative Sykes

To: Appropriations

HOUSE BILL NO. 259

1 AN ACT TO PROVIDE FOR AN INCREASE IN THE ANNUAL COMPENSATION
 2 OF STATE SERVICE EMPLOYEES WHOSE ANNUAL GROSS SALARY IS LESS THAN
 3 \$50,000.00; TO DIRECT THE STATE PERSONNEL BOARD TO ENSURE THAT
 4 CERTAIN STATE EMPLOYEES RECEIVE THE FULL AMOUNT OF THE SALARY
 5 INCREASE; TO DIRECT THE APPROPRIATION OF FUNDS NECESSARY TO
 6 PROVIDE THE SALARY INCREASES; AND FOR RELATED PURPOSES.

7 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

8 **SECTION 1.** (1) The State Personnel Board shall adjust the
 9 Colonel Guy Groff State Variable Compensation Plan in a manner
 10 that will effectuate an increase in the annual compensation of
 11 each state service employee whose annual gross salary is less than
 12 Fifty Thousand Dollars (\$50,000.00) by an amount equal to One
 13 Thousand Five Hundred Dollars (\$1,500.00), effective on July 1,
 14 2018.

15 (2) If the increase in compensation provided for in this
 16 section would cause any employee's compensation to be in excess of
 17 the compensation of the executive head of the state agency or
 18 department in which he or she is employed, then that employee's
 19 compensation shall be increased only to the extent that the



20 employee's salary will be equal in amount to the compensation of
21 the executive head.

22 (3) If any state employee is unable to receive the full
23 amount of the salary increase provided for in this section because
24 to award the entire allowable increase would cause that employee's
25 base salary to exceed the end step of his or her particular job
26 classification, the State Personnel Board shall amend the Variable
27 Compensation Plan by increasing the end step of that particular
28 job classification. The increase shall be in an amount necessary
29 to enable all employees in that particular job classification to
30 be eligible to receive the full salary increase to which they are
31 entitled under this section.

32 **SECTION 2.** The Legislature shall appropriate the funds
33 necessary to provide for the increases in compensation provided
34 for in this act.

35 **SECTION 3.** This act shall take effect and be in force from
36 and after July 1, 2018.

